## APPENDIX A — GOODRICH DISCLOSURE SCHEDULE SECTION 4.12(b)(ii)(A) TO THE JOINT VENTURE AGREEMENT, "EMPLOYEE SELECTION METHOD"

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Effective March 14, 1986, The B.F.Goodrich Retirement Program was split into four plans based on Section 4044 of ERISA. Separate wage and salary plans for both Tire Group and remaining BFG employees were established.

Active employees were assigned a pension plan based on their work location and division code as of March 14, 1986. All active employees associated with Tire Group operations were assigned to one of the Tire Group pension plans.

Terminated deferred vested employees were assigned to the Tire Group Plans based on their work location when they terminated. All terminated deferred vested employees whose work location was associated with Tire Group operations were assigned to a Tire Group pension plan.

All retirees who retired from plant locations associated with Tire Group operations were assigned to a Tire Group pension plan. All retirees who retired from Port Neches, Orange and Institute were identified and assigned to Tire Group.

Akron retirees were identified based on the department from which they retired. All Akron retirees who retired from a department associated with Tire Group were assigned to a Tire Group pension plan. Other Akron retirees were identified depending on the department from which they retired. Remaining Akron retirees, who retired from Corporate or a department which was not related to any specific operating division, were considered Corporate retirees. A portion of these

remaining retirees were assigned to a Tire Group pension plan based on the fact that Corporate Group provided services to BFG's Tire businesses. Controller Division analyzed the percentage of costs allocated to Tire Group in 1985. Based on this analysis, 42.54% of the remaining Akron retirees were assigned to Tire Group based on social security numbers.

The participants included in the Automotive Proving Grounds (APG) actuarial valuation were those individuals who were participants of the respective APG plan on the date liabilities were valued.